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BUILDING YOUR OWN SCENARIO

TRADE AND INDUSTRY

SEX EQUITY AND ALTERNATIVE FUTURES

by

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FACILITATOR GUIDE

The purpose of this training manual is to aid vocational service area leaders in infusing the concepts and practices of sex equity throughout trade and industrial programs. We have chosen to provide this assistance through exercises that ask participants and their colleagues to examine their educational agencies and communities in the belief that sex equity is not an isolated issue, but one that must be considered within the whole educational endeavor.

It is assumed that your participants will have some basic awareness of sex equity issues. However, a review of the legislative basis for sex equity is included in the appendix. You may wish to distribute copies of the appendix prior to the workshop or at the beginning of the workshop if you feel that a review is needed. Since the Federal vocational education legislation is currently undergoing the reauthorization process, you will need to check on the current status of the law. If major changes have occurred, you may choose to provide an updated handout.

First, with the chance to examine "what is" in a program, participants complete descriptions focusing on their communities and educational agencies. Then, through a "what if" exercise, three alternative scenarios for the future are provided with discussion questions for relating these possible futures to sex equity and trade and industry.

Once the participants have considered "what is" and "what if," a group exercise for brainstorming needs and possible goals for sex equity is provided. This is followed by an individual planning exercise for achieving those goals along with a resource listing of current sex equity publications. All of the preceding is based on the premise that it is necessary to infuse sex equity throughout the service area of trade and industry.

Intended Audience: Vocational education professionals in the trade and industrial service area

Facilitator(s): State and local supervisors and teacher educators in trade and industry

Content: Exercise 1: Community Description
Exercise 2: Educational Agency Description
Exercise 3: Future Scenarios
Exercise 4: Establishing Sex Equity Needs and Choosing Goals
Exercise 5: Planning for Change: Building Your Own Scenario
Resources
Appendix: Legislative Basis for Sex Equity

Time: The entire training manual is planned for a one-day workshop. However, it can be:
a series of three two-hour sessions
a series of six one-hour sessions

> Facilitators are encouraged to consider choosing a variety of implementing strategies. If it would be appropriate for your participant group, you may choose to use only Exercises 1, 2, and 4. You may choose to use Exercises 2, 4, and 5. You may choose to use Exercises 3, 4, and 5. You may choose to use the exercises individually, depending on the purpose of your workshop. We would be interested in hearing from you about the variety of uses for which these exercises can be used.

Resources: Tables and chairs for participants
A room in which seating can be rearranged for group discussions
Chalkboard or flipchart
Sufficient copies of exercises for all participants

Exercise 1

Objective: To enable participants to describe their community in terms of sex equity issues.

Preparation: Have available for participants local chamber of commerce reports, community development corporation reports, or other appropriate publications to provide the information requested.

Presentation:
10 minutes - Have the group decide on the definition of "community" to be used. It could be where they live, where they are employed, where their students would be employed, and so forth.
20 minutes - Have each individual fill in the answers to the exercise, making use of available statistical information as appropriate.
20 minutes - Ask for questions and discussion.

Exercise 2

Objective: To enable participants to describe their educational agency in terms of sex equity issues.

Preparation: Have copies of local VEDS reports, OCR desk audits, or other reports required by state and/or Federal law for use by participants.

Presentation:

25 minutes - Have each individual fill in the answers to the exercise, making use of available statistical information as appropriate.

25 minutes - Ask for questions and discussion.

Exercise 3

Objective: To enable participants to move from a consideration of "what is" in sex equity to a consideration of "what if" in terms of possible futures.

Preparation: Read the scenarios carefully. You may choose to provide copies of the scenarios to participants prior to the workshop to minimize reading time and to allow divergent thinking about the possibilities of each.

Presentation:

15 minutes - Have participants read each of the scenarios. Instruct them to choose the one scenario they would prefer to discuss.

25 minutes - Divide participants into small groups based on their scenario preference. Ask each group to choose a spokesperson. Then ask the groups to discuss the questions provided.

20 minutes - Have the spokespersons report their small group's responses to the entire workshop group.

Exercise 4

Objective: To enable participants to establish needs for sex equity and develop strategies for meeting these needs.

Preparation: Decide on your strategy for dividing the whole group into small groups. You may want to do it randomly or by characteristics such as level of instruction (secondary, postsecondary, adult) or educational agency.

Presentation:

10 minutes - Divide participants into new small groups. Ask groups to choose a spokesperson.

25 minutes - Ask the groups to perform the activities listed in the exercise.

20 minutes - Have the spokespersons report their small group's responses to the entire workshop.

Exercise 5

Objective: To enable each participant to develop a plan for making a change to move toward sex equity.

Preparation: Decide before the workshop if you want to have follow-up on the implementation of the individual plans. If you do, announce your strategy to the participants at the beginning of the exercise.

Presentation:
30 minutes - Ask each participant to complete the exercise.
30 minutes - Ask for volunteers to share their plans. Permit enough time so that participants can share their individual plans with the group.

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